



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
NATIONAL EXPOSURE RESEARCH LABORATORY
RESEARCH TRIANGLE PARK, NC 27711

April 23, 2013

OFFICE OF
RESEARCH AND DEVELOPMENT

Dr. Nicholas T. Loux
320 Great Oak Drive
Athens, GA 30605

RE: Freedom of Information Act Request EPA-HQ-2013-003924

Dear Dr. Loux,

This is in response to your Freedom of Information Act (FOIA) request of February 22, 2013 requesting information regarding an anonymous violence survey conducted at the EPA laboratory in Athens in 2007. You included two attachments in your request in which you asked two specific questions regarding the first attachment, which is Athens LABNOTES, dated June 22, 2007, Volume 22, Number 25.

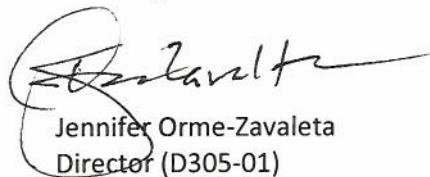
In response to your first question, "Was the expression "intimating behavior" in attachment 1 a miss statement for "intimidating behavior"? If not, was it referring to sexual harassment?"; in my opinion, this was a miss statement and a clerical error by the typist of the document. Due to the content of the subject paragraph, Violence Survey, the word 'intimidating' should have been used. In response to your second question, "Was any effort made to identify and/or punish those employees responsible to the acts described in attachment 1?" Due to the fact that those who took the survey did so confidentially, management had no recourse to identify and/or punish those responsible for the acts described in attachment 1. As described in your second attachment, managers did meet with the Employee Assistance Program (EAP) counselor on the results of the survey. As a result of that meeting, it was decided that the contract with the EAP would be modified so that Prevention of Violence in the Workplace Training would be offered during the February 2008 training. The training was to be tailored to address concerns noted in the survey. That training was offered February 14, 2008, in addition to Sexual Harassment Training. During the training, staff members were told they could contact any management representative or the EAP if they have any concerns or suggested improvements at any time and that appropriate actions would be taken.

There are no charges for this request since documents were readily available. In any future correspondence regarding this request, please refer to FOIA request number EPA-HQ-2013-003924.

You may appeal this response to the National Freedom of Information Officer, U. S. EPA, FOIA and Privacy Branch, 1200 Pennsylvania Avenue, N.A. (2822T), Washington, D.C. 20460 (U.S. Postal Service Only) Fax (202) 566-2147, E-mail hq.foia@epa.gov. Only items mailed through the U.S. Postal Service may be delivered to 1200 Pennsylvania Avenue, N.W. If you are submitting your appeal via hand delivery, courier service or overnight delivery, you must address your correspondence to 1301 Constitution Avenue, N.W. Room 6416J, Washington, D.C. 20004. Your appeal must in writing and submitted no later than 30 calendar days from the date of this letter. The Agency will not consider appeals received after the 30-calendar day limit. The appeal letter should include the case identification number: EPA-HQ-2013-003924. For quicker possible handling, the appeal letter and its envelope should be marked "Freedom of Information Act Appeal."

If you have any questions regarding this response, please contact Ms. Patrice Borsz, FOIA Coordinator, National Exposure Research Laboratory/ORD, at (919) 541-5233.

Sincerely,

A handwritten signature in black ink, appearing to read "Jennifer Orme-Zavaleta", is written over a circular stamp or seal that is partially visible and mostly obscured by the signature.

Jennifer Orme-Zavaleta
Director (D305-01)